

EEOP Utilization Report



Wed Sep 23 17:36:58 EDT 2015

Step 1: Introductory Information

Grant Title:	Violence Against Women	Grant Number:	15-VAWA-18
Grantee Name:	Kansas Bureau of Investigation	Award Amount:	\$55,247.00
Grantee Type:	State Government Agency		
Address:	1620 SW Tyler Topeka, Kansas 66612		
Contact Person:	Paul Weisgerber	Telephone #:	785-296-4542
Contact Address:	1620 SW Tyler Topeka, Kansas 66612		
State Granting Agency:	Govenors Grants Office	Grant Number:	15-VAWA-18
Contact Name:	Kim Gerety		
Contact Address:	900 SW Jackson St. Room 304N Topeka, Kansas 66612		
Telephone #:	785-291-3205		

Grant Title:	U.S. Drug Enforcement Administration Domestic Cannabis Eradication/Suppression Program	Grant Number:	2015-75
Grantee Name:	Kansas Bureau of Investigation	Award Amount:	\$65,000.00
Grantee Type:	State Government Agency		
Address:	1620 SW Tyler Topeka, Kansas 66612		
Contact Person:	Paul Weisgerber	Telephone #:	785-296-4452
Contact Address:	1620 SW Tyler Topeka, Kansas 66612		
DOJ Grant Manager:	James Terry	DOJ Telephone #:	314-538-4752

Grant Title:	DNA Backlog Reduction	Grant Number:	2013-DN-BX-0026
Grantee Name:	Kansas Bureau of Investigation	Award Amount:	\$148,978.00
Grantee Type:	State Government Agency		
Address:	1620 SW Tyler Topeka, Kansas		

66612

Contact Person:	Paul Weisgerber	Telephone #:	785-296-4452
Contact Address:	1620 SW Tyler, Kansas 66612		
DOJ Grant Manager:	Charles Heurich	DOJ Telephone #:	202-616-9264

Grant Title:	DNA Backlog Reduction Program	Grant Number:	2014-DN-BX-0108
Grantee Name:	Kansas Bureau of Investigation	Award Amount:	\$477,918.00
Grantee Type:	State Government Agency		
Address:	1620 SW Tyler Topeka, Kansas 66612		
Contact Person:	Paul Weisgerber	Telephone #:	785-296-4452
Contact Address:	1620 SW Tyler Topeka, Kansas 66612		
DOJ Grant Manager:	Charles Heurich	DOJ Telephone #:	202-616-9264

Grant Title:	DNA Backlog Reduction Program	Grant Number:	2015-DN-BX-0075
Grantee Name:	Kansas Bureau of Investigation	Award Amount:	\$429,800.00
Grantee Type:	State Government Agency		
Address:	1620 SW Tyler Topeka, Kansas 66612		
Contact Person:	Paul Weisgerber	Telephone #:	785-296-4452
Contact Address:	1620 SW Tyler Topeka, Kansas 66612		
DOJ Grant Manager:	Charles Heurich	DOJ Telephone #:	202-616-9264

Grant Title:	Homeland Security Grant Program	Grant Number:	EMW-2014-SS-00027-S01
Grantee Name:	Kansas Bureau of Investigation	Award Amount:	\$157,004.00
Grantee Type:	State Government Agency		
Address:	1620 SW Tyler Topeka, Kansas 66612		

Contact Person:	Paul Weisgerber	Telephone #:	785-296-4452
Contact Address:	1620 SW Tyler Topeka, Kansas 66612		
State Granting Agency:	Kansas Highway Patrol	Grant Number:	EMW-2014-SS-00027-S01
Contact Name:	Eric Pippin		
Contact Address:	122 SW 7th Topeka, Kansas 66612		
Telephone #:	785-296-7170		

Grant Title:	Edward Byrne Memorial Justice Assistance Grant	Grant Number:	15-JAG-25
Grantee Name:	Kansas Bureau of Investigation	Award Amount:	\$107,733.00
Grantee Type:	State Government Agency		
Address:	1620 SW Tyler Topeka, Kansas 66612		
Contact Person:	Paul Weisgerber	Telephone #:	785-296-4452
Contact Address:	1620 SW Tyler Topeka, Kansas 66612		
State Granting Agency:	Governors Grants Office	Grant Number:	15-JAG-25
Contact Name:	Kim Gerety		
Contact Address:	900 SW Jackson ST Room 204N Topeka, Kansas 66612		
Telephone #:	785-296-3204		

Grant Title:	Sexual Assault Kit Initiative	Grant Number:	2015-AK-BX-K001
Grantee Name:	Kansas Bureau of Investigation	Award Amount:	\$2,000,000.00
Grantee Type:	State Government Agency		
Address:	1620 SW Tyler Topeka, Kansas 66612		
Contact Person:	Paul Weisgerber	Telephone #:	785-296-4452
Contact Address:	1620 SW Tyler		

Topeka, Kansas
66612

DOJ Grant Manager: Tamaro White

DOJ Telephone #: 202-353-3503

Grant Title: National Criminal History Improvement Program **Grant Number:** 16-NCHIP-01

Grantee Name: Kansas Bureau of Investigation **Award Amount:** \$246,044.00

Grantee Type: State Government Agency

Address: 1620 SW Tyler
Topeka, Kansas
66612

Contact Person: Paul Weisgerber **Telephone #:** 785-296-4452

Contact Address: 1620 SW Tyler
Topeka, Kansas
66612

State Granting Agency: Govenors Grants Office **Grant Number:** 16-NCHIP-01

Contact Name: Kim Gerety

Contact Address: 900 SW Jackson Room 304N
Topeka, Kansas
66612

Telephone #: 785-291-3205

Grant Title: Paul Coverdell National Forensic Sciences Improvement Act **Grant Number:** 15-NFSIA-03

Grantee Name: Kansas Bureau of Investigation **Award Amount:** \$17,292.00

Grantee Type: State Government Agency

Address: 1620 SW Tyler
Topeka, Kansas
66612

Contact Person: Paul Weisgerber **Telephone #:** 785-296-4452

Contact Address: 1620 SW Tyler
Topeka, Kansas
66612

State Granting Agency: Governors Grants Office **Grant Number:** 15-NFSIA-03

Contact Name: Kim Gerety

Contact Address: 900 SW Jackson ST Room 304N
Topeka, Kansas

66612

Telephone #: 785-291-3205

Policy Statement:

As Director of the Kansas Bureau of Investigation (KBI), I wish to hereby reaffirm my commitment to and support for ensuring that all individuals who have the necessary qualifications receive an equal opportunity to compete for employment and advancement within the KBI. Employment transactions shall be made on the basis of an individual's qualifications without regard to race, color, religion, sex, national origin, ancestry, age, disability status or political affiliation.

Management personnel shall support recruitment and career development plans that ensure equitable representation of minorities, women and persons with disabilities in all job categories.

Management personnel shall endeavor to create and promote a work environment that is free of unwelcome sexual advances, sexually harassing language, unwanted sexually suggestive remarks or any other sexually harassing action. Likewise, employees are encouraged to develop respectful and harmonious relationships with fellow employees.

Agency employees are responsible for knowing and complying with the conduct expectations set forth in KBI Policy and Procedure 3, Productive Work Environment. Any employee who feels he or she has received unfair or discriminatory treatment may file a grievance as set forth in KBI Policy and Procedure 7, Grievances.

Each supervisor and manager in the KBI has a duty and responsibility in achieving this agency's affirmative action goals and encouraging subordinate staff to support the achievement of these goals, which are to improve the representation of minorities, women and individuals with disabilities in the KBI.

Step 4b: Narrative Underutilization Analysis

The Kansas Bureau of Investigation has and will continue to boost all under-utilized groups by encouraging all race and ethnic groups regarding KBI job opportunities.

Upon reviewing the results of the under-utilization analysis, the KBI has identified the following areas of concerns:

Protective Services Sworn - Patrol Officers: White females are under-utilized by 33%.

Administrative Support: White males are underutilized by 17%.

In keeping with the KBI's commitment to having a workforce that reflects the community it serves, the KBI will examine its recruitment and retention practices to see if there may be ways to attract more white females to apply for entry-level patrol officer (Special Agent) positions.

Step 5 & 6: Objectives and Steps

1. Explore and expand current recruitment efforts to attract qualified minority and female candidates.

- a. Increase, through targeted recruitment the utilization of minorities both men and women.
- b. Increase advertising for Agent positions in Kansas City and Wichita to increase awareness of vacancies in areas with more minorities.
- c. Utilize the Kansas Law Enforcement Training Center (KLETC) and career service offices at all accredited state regents institutions which offer a bachelor level criminal justice program for advertising recruitment efforts for sworn law enforcement positions.
- d. Expand and increase current attendance at career fairs.
- e. Seek assistance from Kansas Works and the Workforce Centers in reaching minorities and females.

Step 7a: Internal Dissemination

- a. EEO and affirmative action policies are conspicuously posted on bulletin boards throughout the agency.
- b. Post a copy of the KBI EEOP Utilization report on the KBI Intranet which is available to all KBI employees.
- c. Meet with supervisory staff so they may become familiar with the EEO objectives.

Step 7b: External Dissemination

- a. Continue to utilize the following statement: "The Kansas Bureau of Investigation is an Equal Opportunity Employer" on all job applications and postings
- b. Post the EEOP on our web site.
- c. Post a memo in the KBI Human Resource office explaining how applicants and members of the public may obtain a copy of the EEOP.
- d. Annually inform all recruiting sources in writing of the EEO plan and commitment.

Utilization Analysis Chart
Relevant Labor Market: Kansas

Job Categories	Male								Female							
	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races	Other	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races	Other
Officials/Administrators																
Workforce #/%	14/48%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	15/52%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	100,195/57%	3,190/2%	2,835/2%	415/0%	1,865/1%	40/0%	1,315/1%	145/0%	57,020/33%	2,250/1%	2,735/2%	535/0%	1,030/1%	15/0%	670/0%	140/0%
Utilization #/%	-9%	-2%	-2%	-0%	-1%	-0%	-1%	-0%	19%	-1%	-2%	-0%	-1%	-0%	-0%	-0%
Professionals																
Workforce #/%	57/50%	4/3%	1/1%	0/0%	0/0%	0/0%	0/0%	0/0%	52/45%	0/0%	1/1%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	89,405/36%	3,795/2%	3,450/1%	485/0%	5,180/2%	35/0%	1,045/0%	255/0%	126,395/51%	4,495/2%	4,925/2%	590/0%	4,000/2%	25/0%	1,165/0%	200/0%
Utilization #/%	13%	2%	-1%	-0%	-2%	-0%	-0%	-0%	-6%	-2%	-1%	-0%	-2%	-0%	-0%	-0%
Technicians																
Workforce #/%	1/6%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	13/81%	1/6%	1/6%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	14,320/36%	620/2%	660/2%	140/0%	505/1%	35/0%	140/0%	45/0%	19,070/48%	1,130/3%	1,780/4%	115/0%	890/2%	0/0%	240/1%	0/0%
Utilization #/%	-30%	-2%	-2%	-0%	-1%	-0%	-0%	-0%	33%	3%	2%	-0%	-2%	0%	-1%	0%
Protective Services: Sworn-Officials																
Workforce #/%	7/100%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	16,215/71%	935/4%	1,015/4%	145/1%	55/0%	25/0%	180/1%	0/0%	3,155/14%	270/1%	540/2%	70/0%	4/0%	0/0%	85/0%	15/0%
Utilization #/%	29%	-4%	-4%	-1%	-0%	-0%	-1%	0%	-14%	-1%	-2%	-0%	-0%	0%	-0%	-0%
Protective Services: Sworn-Patrol Officers																
Workforce #/%	53/82%	2/3%	0/0%	1/2%	0/0%	0/0%	0/0%	0/0%	9/14%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Civilian Labor Force #/%	38,465/40%	2,195/2%	1,665/2%	270/0%	1,980/2%	15/0%	530/1%	110/0%	44,890/46%	2,095/2%	1,645/2%	150/0%	2,300/2%	20/0%	442/0%	80/0%
Utilization #/%	42%	1%	-2%	1%	-2%	-0%	-1%	-0%	-33%	-2%	-2%	-0%	-2%	-0%	-0%	-0%
Protective Services: Non-sworn																

Job Categories	Male								Female							
	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races	Other	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races	Other
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	740/34%	45/2%	30/1%	4/0%	4/0%	0/0%	54/2%	0/0%	1,135/52%	8/0%	75/3%	0/0%	4/0%	0/0%	75/3%	0/0%
Utilization #/%																
Administrative Support																
Workforce #/%	5/12%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	33/82%	1/2%	1/2%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	107,630/30%	7,820/2%	7,025/2%	570/0%	1,860/1%	80/0%	1,730/0%	305/0%	199,150/55%	13,995/4%	13,170/4%	1,360/0%	3,045/1%	40/0%	3,800/1%	515/0%
Utilization #/%	-17%	-2%	-2%	-0%	-1%	-0%	-0%	-0%	28%	-1%	-1%	-0%	-1%	-0%	-1%	-0%
Skilled Craft																
Workforce #/%	1/100%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	102,310/77%	14,590/11%	3,310/2%	1,135/1%	1,580/1%	45/0%	1,365/1%	275/0%	6,490/5%	545/0%	535/0%	35/0%	795/1%	0/0%	103/0%	25/0%
Utilization #/%	23%	-11%	-2%	-1%	-1%	-0%	-1%	-0%	-5%	-0%	-0%	-0%	-1%	0%	-0%	-0%
Service/Maintenance																
Workforce #/%	2/100%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	164,290/42%	35,075/9%	14,870/4%	1,695/0%	4,595/1%	110/0%	3,505/1%	480/0%	122,560/31%	23,390/6%	11,550/3%	1,570/0%	5,205/1%	85/0%	3,290/1%	415/0%
Utilization #/%	58%	-9%	-4%	-0%	-1%	-0%	-1%	-0%	-31%	-6%	-3%	-0%	-1%	-0%	-1%	-0%

Significant Underutilization Chart

Job Categories	Male								Female							
	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races	Other	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races	Other
Protective Services: Sworn-Patrol Officers									✓							
Administrative Support	✓															

Law Enforcement Category Rank Chart

Job Categories	Male								Female							
	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races	Other	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races	Other
Special Agent In Charge																
Workforce #/%	7/100%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Protective Services: Sworn-Patrol Officers																
Workforce #/%	53/82%	2/3%	0/0%	1/0%	0/0%	0/0%	0/0%	0/0%	9/14%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%

I understand the regulatory obligation under 28 C.F.R. § 42.301-.308 to collect and maintain extensive employment data by race, national origin, and sex, even though our organization may not use all of this data in completing the EEOP Utilization Report.

I have reviewed the foregoing EEOP Utilization Report and certify the accuracy of the reported workforce data and our organization's employment policies.

Certified As Final By: Roger Morgan

Human Resources Director

09-23-2015

[signature]

[title]

[date]